

Employability and Technical Skill Required to Establish a Small Scale Automobile Workshop

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Abstract

The study focused on identifying the employability and technical skills needed to establish small-scale automobile workshop in Nsukka Urban of Enugu State. Five purposes of the study were stated to guide the study. Five research questions were stated and answered in line with the purpose of the study. The population for the study is 1,500 registered automobile mechanic in the study area. Simple random sampling technique was employed to select 150 automobile mechanics and was used for the study. The instrument for data collection was a questionnaire developed from literature review. The Questionnaire was administered on 150 automobile mechanics in the Nsukka Mechanic Village, and was retrieved and analyzed using frequency distribution, percentage and mean. The study revealed among others that to establish and to progress in automobile business, employability skills, technical skills, managerial skills, basic tools, equipment and facilities as well as finance are of great importance to the prospecting auto mechanic. Recommendations were given based on the findings from the study.

Keywords: Employability, Technical skills, Automobile Workshop, Auto mechanics

Introduction

The development of small-scale business has been a subject of discourse amongst scholars and policy makers in most developing nations, as a means of improving the living conditions of its citizens. Jabayo (2009) defined small scale enterprises as a commercial enterprise that has ten or fewer employees. Ajibefun (2003) classified small scale business as an enterprise with capital outlay of between ₦1.5million and ₦50million including working capital but excluding cost of land, and work force from eleven employees and above.

According to the Central Bank of Nigeria (2003), an industry with a labour size of 11-100 workers or a total cost of not more than ₦50million, including working capital but excluding cost of land is a small-scale business/industry. Small scale business in Nigeria is divided into three sectors: (1) production sector including agricultural processing, manufacturing and mining (2) service and (3) trading sector including wholesales and retails (Fabayo, 2009). Small scale enterprises usually operate in informal and semi-formal sector (EUROPA, 2003).

Small scale business represents the overwhelming majority of industrial capacity in developing countries. A fact confirmed by Agozie (1999) and Akinseye (1997) where it was postulated that small-scale business in Nigeria constitute over 80% of all businesses, occupying positions in agro-based and allied industries, rubber based, chemical, electronics, general merchandising, restaurant, dress making, printing and service delivery venture. Small-scale businesses have a lot of important contributions to make to economic development of the country. Shokan (2000) lists some of them as, the provision of employment, innovation and area of marketing for goods and services which are offered for sales. A lot of youths, retired workers and out of school graduates are now gainfully employed, thereby reducing the unemployment rate and its attendant social complication of armed robbery and white collar crimes. It helps to bring about new goods and services and supply the needs of large industries that have to rely on the small scale operators for business success. It is a base for the development of appropriate technology and provides a veritable ground for skilled, unskilled and semi-skilled workers. It has provided productive self-employment to a number of educated and less educated young men and women. Ayozie (2001) specifically mentioned the role in the accelerated industrial development, which offers better potential for employment generation and wider dispersal of industrial ownership.

Generally, the characteristics used in describing small scale business according to Ayozie (1999) are; The number of people/persons employed, The managers are also the owners, Managers are independent, and they are responsible only to themselves, Local operations: for most small businesses, the area of operation is local. The employees live in the community in which the business is located, they usually have one, but many several shop locations all in the same city or metropolitan area.

An automobile workshop qualifies as a small scale business as it possesses the outlined characteristics. Automobile, according to Fetherston (2009), is a self-propelled vehicle, used primarily on public roads. George (2002) cited in Abwage (2007), defined automobile as a self-propelled land vehicle usually having four wheels and an internal combustion engine, used for personal and public transportation. It is of different types according

to styles, number of doors and purpose of uses. Thus, we have cars, having four wheels and can carry up to six people including the driver; vans, minivans or buses, designed to carry more passengers; pickups or trucks depending on their sizes and designs, to carry cargo; sport utility vehicles also known as SUVs, used for driving in mud or snow (Fertherson, 2009) . However, when these vehicles developed one fault or the other, they are being taken care of in an automobile workshop, and by a competent motor vehicle mechanic.

A workshop, according to Jubril (2011) is a place, area, room or building where machines, equipment, hand tools, workbenches and materials are used in manufacturing or repairing of things. Therefore, an automobile workshop is a place where basic vehicle maintenance is being carried out by auto mechanics or motor vehicle mechanic.

Hiller and Coombes (2004) defined a motor vehicle mechanic as skilled personnel who specialized in automobile maintenance, repairs and sometimes modification. Penn (2009), defined an auto mechanic as a skilled personnel, trained in any of the trades in auto mechanics, which include: Auto body repair and spray painting, Auto electrical work, auto-body mechanic work, auto-body building (panel beating) and auto parts merchandising.

An auto mechanics may be knowledgeable in working on all parts of a variety of car models, or may specialize either in a specific skill area of automobile or on a specific model or brand of car. His job includes accurate diagnosis of car problems and repair (US Occupational Handbook, 2011-2012).

For a small scale business, like automobile workshop to be established and also to succeed, there are some skills needed to be possessed by the individual. According to Osuala (2004), competition is a major force driving business to be more efficient and to employ strategies that will improve production, service and product quality. The automobile mechanic therefore needs to posses both employability and technical skills for the operation of automobile workshop.

Employability skills are those basic skills or general work skills necessary for getting, keeping and doing well on a job (Robinson, 2000). A grouping of such skills is summarized by Osuala (2004) as follows: Individual competence: communication skills, comprehension, computation and culture, Personal reliability skills: personal management, ethics and vocational maturity, Economic adaptability skills: problem solving, learning employability and career development and group and organizational skills: inter-personal skills, organizational skills and skills in negotiation, creativity and leadership.

On the other hand, technical skills are job-specific related skills required to perform a particular job (Robinson, 2000). Arul (2002) stated further that technical skills involve: specialized knowledge, analytical ability within a specialty and faculty in the use of tools and techniques of the specific discipline. Technical skills are required in different occupational areas of auto mechanics such as engine servicing, repair and maintenance, auto body building; auto electricity/electronics, vulcanizing, steering and suspension, braking system, and auto air conditioning. These skills according to Nwoji and Osinem (2010) include: Safety and health skills, basic and advanced machine operation skills, technical writing skills and bulletins and Sketching/drawing skills.

The success or failure of any business depends to a very large extent on the skills possessed by the operator of the business. Unfortunately, people do not consider the place of these skills such as the employability and technical skills in the establishment and success of their business, like the automobile workshop, hence the need to study the employability and technical skills needed to establish a small-scale automobile workshop for enhancing job creation, entrepreneurship development and wealth generation.

The influx of automobile importation in recent times into the country has led to the need for the establishment of small-scale automobile workshop in Nsukka urban of the country and most especially as a result of the peculiarity of the town for maintenance practices by highly skilled practitioners. People with employability and technical skills required for the job experience progress when they established their workshops. This therefore leads to improvement in their standard of living in particular and economic development/advancement of the country in general.

However, observation has shown that there are some setbacks in the establishment of this business enterprise. Some of these setbacks are attributed to lack of employability and technical skills, workshop tools and equipment, poor work attitude inadequate technical information and skills and so on. Therefore, this accounts for the fact that some small scale automobile workshop owners do not continue or expand in the business and new ones are not been established. Consequence of this can be observed on some of these ventures folding up. The purpose of the study therefore is to identify the employability and technical skills needed to establish small scale automobile in Nsukka urban of Enugu State. Specifically, the study will seek to identify,

1. The basic tools, equipment and facilities needed to establish small scale automobile enterprise.
2. The employability skills needed to establish small scale automobile enterprise.
3. The technical skills needed to establish small scale automobile enterprise.
4. The managerial skills needed to establish small scale automobile enterprise,
5. The sources of finance for establishing small scale automobile enterprise.

Methodology

The survey design was used for the study. A survey research design according to Eze (2005) is a plan of study that enables the researcher to use reliable techniques to collect data from a well-defined population or systematically selected segment of the population for the purpose of determining the attributes for the population.

The survey research aim at identifying the characteristics of the defined population with respect to specific variables, hence, it is appropriate for this study because the study aims at determining the employability and technical skills needed to establish small-scale automobile workshop.

Nsukka urban was chosen as the area of the study as a result of the elite patronage that patronize the automobile mechanic workshop who are staff of the University situated in the area of the study. Due to the high rate of economics activities going on in the area, banks and government establishments have sprang up which boils down to high patronage for the automobile mechanic.

The population for this study is 1,500 registered automobile mechanics operating small scale automobile workshop in Nsukka urban.

Simple random sampling technique was used to sample 150 from the total population of the study. The sample size for the study is 150 respondents operating small scale auto mobile workshop in Nsukka urban.

The questionnaire was the instrument used for data collection. The questionnaire was divided into two parts, I and II. Part I comprises personal information such as business name, sex, location, number of trainees or employee company's age and years of experience in the business. Part II was subdivided into sections A – E in line with the research questions stated for the study. Section A sought information on the employability skills needed to establish a small scale automobile workshop in Nsukka urban of Enugu state. Section B sought information on the technical skills needed to establish an auto mobile workshop. Section C sought for information on the managerial skills needed to establish a small-scale automobile workshop while section D sought information on the basic tools, equipment and facilities needed to establish a small-scale automobile workshop. Finally section E was concerned with information on the financial requirement for the establishment of a small-scale automobile workshop in Nsukka urban of Enugu State.

The instrument for data collection was face validated by three experts from the department of Vocational Teacher Education, University of Nigeria, Nsukka.

The questionnaire was administered personally to the respondents, by the researcher with the help of three other research assistants. Some of the items on the questionnaire was read out to the illiterate respondents and interpreted. The questionnaire was retrieved back immediately.

Data collected was analyzed using frequency counts, percentages and the mean.

Results

Research Question I

What are the employability skills needed to establish a small scale automobile workshop?

The data for answering research question 1 is presented in table 1.

Table 1: Employability skills needed to establish small scale automobile workshop in Nsukka urban of Enugu State.

S/N	Employability skills	Mean \bar{x}	Remark
1	Good personal presentation should be exhibited by automechanics proprietors	4.15	Needed
2	To participate effectively, the auto mechanic should show commitment to work.	4.35	Needed
3	The auto mechanic should be responsible, honest and have integrity and self-worth.	4.25	Needed
4	He should be able to work with others as a team member and also work independently.	4.01	Needed
5	To succeed, the auto mechanics should be able to make sound, critical decisions.	4.15	Needed
6	The auto mechanic should be punctual, efficient and exhibit good work attitude.	4.22	Needed
7	To succeed, the auto mechanic should be a problem solve both individually or in group.	4.20	Needed
8	The auto mechanics should display respect for themselves and their co-workers regardless of other peoples diversity and individual differences.	4.42	Needed
9	He should have confidence in himself and deal with others honestly and openly.	4.24	Needed
10	The auto mechanic should have self confidence, self-control and social skills.	4.27	Needed
11	The auto mechanic should be able to decide about a decision on a moments notice.	4.21	Needed
12	He should be willing to take risks.	4.25	Needed
13	He should be willing to tackle challenging tasks, even when success is uncertain.	4.30	Needed
14	He should be able to interact effectively with a variety of individuals and groups verbally and no-verbally.	4.24	Needed
15	He should be able to gather and convey information using different information media.	4.27	Needed
16	He should exhibit good listening skills.	4.31	Needed
17	He should be able to interpret, create and illustrate ideas using charts, tables, graphs etc.	4.24	Needed
18	To be effective, the auto mechanic needs to become a lifelong learner.	4.24	Needed
19	The auto mechanic make his organization to be a place where people continually expand their capacity through learning, modified their behaviours to reflect new knowledge and insights.	4.37	Needed
20	The auto mechanic should understand, use and apply various technologies in the workplace.	4.28	Needed
21	He should use programs such as Word, Excel, Autocad etc to manage production processes.	4.22	Needed
22	He should apply Occupational Health and Safety (OHS) knowledge to appropriately use technology.	4.34	Needed

It was revealed in table 1 above that the respondents needed all the 22 items, because they had a mean ranged of 4.01 to 4.42, which is above the cutoff point of 3.50. This indicated that employability skills outlined are important for establishment of automobile workshop.

Research Questions 2

What are the technical skills needed to establish small scale automobile workshop?

The data for answering research question 2 is presented in table 2 below.

Table 2: The technical skills needed to establish small-scale automobile workshop in Nsukka Urban of Enugu State.

S/N	Technical skills on engine and its components	Mean \bar{x}	Remark
23	Remove engine	4.18	Highly needed
24	Replace fasteners back into place for reassembly	4.52	Highly needed
25	Properly remove and disassemble a cylinder head	4.04	Highly needed
26	Reassemble and install cylinder head	4.14	Highly needed
27	Remove and install a crankshaft, check crankshaft and main bearing bores for problems.	3.92	Highly needed
28	Measure main bearing clearance and crankshaft end play.	4.21	Highly needed
29	Service flywheel	4.08	Highly needed
30	Service engine pistons ad properly install piston rings.	4.48	Highly needed
31	Service connecting rods and correctly install rod assembly in its cylinder.	4.84	Highly needed
32	Remove and install a timing belt.	4.77	Highly needed
33	Remove intake and exhaust manifolds, spark plugs, wires, rocker arm cover and any accessory units attached to the head of the cylinder.	4.45	Highly needed
34	Grind valves to the correct valve face angle	4.70	Highly needed
35	Remove and replace valves in their original guides.	4.35	Highly needed
36	Check, remove and install valve seats.	4.78	Highly needed
37	Check valve spring free length and squareness.	4.65	Highly needed
38	Inspect spring for etching or other damage.	4.02	Highly needed
39	Install valves, seals and spring assemblies.	4.52	Highly needed
40	Install rocker arm and shaft assembly.	4.68	Highly needed
41	Position rocker arm shaft correctly.	4.40	Highly needed
42	Adjust valve lash or clearance.	4.91	Highly needed
43	Fix correctly the lifter plunger and can lobe base circle.	4.51	Highly needed
Technical skills on lubrication system			
Ability to:			
44	Check or pump for wear.	4.70	Highly needed
45	Remove and install oil pump.	4.48	Highly needed
46	Service oil filtration systems.	4.64	Highly needed
47	Change bypass filter.	4.70	Highly needed
48	Use feeler gauge to check clearance between the gear teeth and the pump body.	4.40	Highly needed
49	Determine correct engine oil grade and viscosity to be used on each vehicle.	4.51	Highly needed
50	Check tip clearance between inner and outer rotors.	4.11	Highly needed
51	Check pump cover for flatness.	4.55	Highly needed
52	Determine when oil should be changed.	4.57	Highly needed
53	Properly clean a cooling.	4.75	Highly needed
Technical skills on cooling system			
54	Check for external leaks in cooling system.	4.70	Highly needed
55	Check for internal leaks in the cooling system.	4.15	Highly needed
56	Check radiator filler neck.	4.81	Highly needed
57	Inspect, remove and replace belt.	4.50	Highly needed
58	Install thermostat.	4.05	Highly needed
59	Remove, clean and repair radiator.	4.41	Highly needed
60	Test radiator for leaks.	4.75	Highly needed
61	Dictate water pump problems.	4.34	Highly needed
62	Inspect, disassemble, assemble and install water pump.	4.65	Highly needed
Technical skills on clutch and braking system service			
63	Service different types of clutch.	4.27	Highly needed
64	Adjust types of clutch linkages.	4.25	Highly needed
65	Diagnose clutch problems.	4.68	Highly needed
66	Adjust clutch release fingers.	4.35	Highly needed
67	Replace clutch pilot bushing	4.01	Highly needed
68	Install clutch disc and pressure plate assembly.	4.81	Highly needed
69	Use clutch disc aligning arbor.	4.47	Highly needed
70	Adjust clutch pedal free travel.	4.55	Highly needed
71	Diagnose common brake system problems and repair them.	4.45	Highly needed
72	Install brake shoes.	4.65	Highly needed
73	Check for signs of leakages in the system.	4.90	Highly needed
74	Dictate brake pad wear.	4.57	Highly needed
75	Repair and install master cylinder.	4.64	Highly needed
76	Bleed master cylinder before installing.	4.41	Highly needed
77	Adjust brake pedal height and free travel.	4.97	Highly needed
78	Remove and install wheel cylinder.	4.31	Highly needed
79	Adjust and centre major and minor brake shoes.	4.34	Highly needed
80	Inspect, clean, remove and install brake drum.	4.62	Highly needed
81	Bleed different types of brakes.	4.70	Highly needed
82	Remove and install brake pads.	4.44	Highly needed
Technical skills on ignition system			
83	Service battery, alternator and regulator.	4.34	Highly needed
84	Install and adjust contact points.	4.77	Highly needed
85	Test, replace and adjust electronic distributor parts.	4.25	Highly needed

86	Remove and replace a distributor assembly.	4.38	Highly needed
87	Adjust ignition timing.	4.27	Highly needed
88	Clean, inspect, test and replace spark plugs.	4.85	Highly needed
89	Check the primary wiring for signs of cracking.	4.48	Highly needed
90	Replace any defective wires.	4.12	Highly needed
91	Check battery efficiency and electrolyte level.	4.82	Highly needed
92	Charge the battery.	4.62	Highly needed
93	Remove and install battery.	4.35	Highly needed
94	Check circuit for voltage drop.	4.68	Highly needed
95	Carryout starter load and non-load test.	4.64	Highly needed
96	Remove, clean and assemble starter.	4.78	Highly needed
97	Remove and replace regulator.	4.70	Highly needed
Technical skills on steering and suspension systems			
98	Diagnose problems of steering and suspension systems.	4.32	Highly needed
99	Check manual steering gear lubricant level.	4.58	Highly needed
100	Adjust manual steering gear rack and pinion.	4.34	Highly needed
101	Overhaul manual steering gear.	4.31	Highly needed
102	Adjust power steering gear	4.62	Highly needed
103	Install shock absorber.	4.04	Highly needed
104	Check and adjust thrust bearing preload.	4.47	Highly needed
105	Remove and install steering wheel.	4.57	Highly needed
106	Remove and install coil spring.	4.71	Highly needed
107	Remove and install torsion bar.	4.50	Highly needed
108	Repair idler arm.	4.05	Highly needed

It was revealed in table 2 above that the respondents needed all the 86 items, because they had a mean ranged of 4.04 to 4.90, which is above the cutoff point of 3.50. This indicated that technical skills outlined are highly needed for the establishment of in Nsukka Urban of Enugu State.

Research Question 3

What are the managerial skills needed to establish small-scale automobile workshop?

The data for answering research question 3 is presented in table 3.

Table 3: The managerial skills needed to establish small scale automobile workshop in Nsukka Urban of Enugu State.

	Managerial skills	Mean 	Remark
109	In order to succeed, the auto mechanic should have a personal vision objectives and goals related to the shop.	4.28	Needed
110	He should evaluate and monitor performances in the shop.	4.28	Needed
111	He should take responsibilities for the day to day activities in the shop.	4.40	Needed
112	The auto mechanic should manage time and priorities/set time lines, coordinate tasks for self and with others.	4.21	Needed
113	He should take initiate and make decisions	4.27	Needed
114	He should allocate Human and material resources for the 30accomplishment of task.	4.22	Needed
115	He should adopt resource allocation to cope with contingencies.	4.21	Needed
116	He should plan the use of resources.	4.40	Needed
117	He should use planning to develop strategies, policies and methods for achieving his objectives.	4.32	Needed
118	He should choose tasks that must be performed to attain the organizational goals.	4.07	Needed
119	He should assign the tasks developed in the planning stages to various individuals or groups within the organization.	4.41	Needed
120	He should structure the establishments resources – its personnel and materials in a way that will allow it to achieve its objectives.	4.18	Needed
121	He should guide the activities of establishment members in the direction that helps the establishment move towards the fulfillment of the goals.	4.30	Needed
122	He should be able to settle disputes, create and enforce standards and policies, evaluate output, and dispense rewards.	4.25	Needed
123	He should check progress against plans, determine the next action plan and modification for meeting the desired performance parameters.	4.11	Needed
124	The auto mechanic should manage time and priorities.	4.35	Needed
125	He should set time lines, coordinate task for self and with others.	4.27	Needed
126	He should settle dispute and punish offenders.	4.25	Needed
127	He should plan for ways of seeking funds and resources to expand his shop.	4.31	Needed

It was revealed in table 3 above that the respondents needed all the 19 items, because they had a mean ranged of 4.07 to 4.40, which is above the cutoff point of 3.50. This indicated that managerial skills outlined are important for establishment of automobile workshop.

Research Question 4

What are the basic tools, equipment and facilities needed to establish small scale automobile workshop?
 The data for answering research question 4 is presented in table 4 below.

Table 4: The basic tools, equipment and facilities needed to establish automobile workshop in Nsukka Urban of Enugu State

	Basic Tools	Frequency		
		Yes	No	%
128	Hammers: ball peen, lead, rawhide, plastic, brass and rubber.	150	0	100
129	Chisels: flat, cross, half round, diamond	150	0	100
130	Punches: starting, drift and pin	150	0	100
131	Files: knife, half round, round, flat, triangle, slitting, pillar, square	150	0	100
132	Hacksaws	150	0	100
133	Screw drivers: star heads, straight slots.	150	0	100
134	Pliers: flat nose, round nose, combination, self grip	150	0	100
135	Spanners: all sizes	150	0	100
136	Drills: a set of number of drills from 1-60 and a set of metric drills (1mm to 13mm)	150	0	100
137	Measuring tools: tape, steel rule, micrometer, dial gauge or indicator dial calipers, dividers, wire gauge feeler gauge set	150	0	100
To perform efficiently the auto mechanic should have important equipment:				
138	Grinders: bench, hand power, disc	150	0	100
139	Anvils	150	0	100
140	Welding machines: arc and oxyacetylene	150	0	100
141	Electric hand drill	150	0	100
142	Power or impact wrenches	150	0	100
143	Jacks: hand, hydraulic floor	150	0	100
144	Lift: end lift, drive-on lift	150	0	100
145	Portable crane	150	0	100
146	Bench vice	150	0	100
147	Spraying machine	150	0	100
148	Soldering irons/soldering guns	150	0	100
To perform efficiently, the auto mechanic should have important facilities;				
149	A workshop	150	0	100
150	Maintenance pit	150	0	100

Table 4 above shows that 100% of the respondents said YES. This means that the outlined tools, equipment and facilities are important for establishment of automobile workshop.

Research Question 5

What are the sources of finance for establishing a small scale automobile workshop?

The data for answering research question 5 is presented in table 5 below.

Table 5: The sources of finance for establishment of small scale automobile workshop in Nsukka Urban of Enugu State.

S/N	Financial Requirements	Mean \bar{x}	Remark
151	The auto mechanic can generate his money from bank loans.	4.35	Agreed
152	He can get finance from loans from cooperative societies.	4.22	Agreed
153	His finance can come through personal savings.	4.41	Agreed
154	He can get finance through grants from non-governmental organization.	4.37	Agreed
155	He can get finance from partnership arrangement with private companies.	4.17	Agreed
156	He can get finance from family and friends.	4.31	Agreed
157	He can get finance through trade credit and loan schemes.	4.32	Agreed
158	He can get finance from the sale of assets or stock.	4.41	Agreed
159	He can raise fund through mortgage loans.	4.34	Agreed

It was revealed table 5 above that the respondents agreed to the items, because they had a mean ranged of 4.17 to 4.41, which is above the cutoff point of 3.50. This indicated that the sources of finance outlined are important for establishment of automobile workshop.

Discussions

Based on the findings on employability skills needed to establish small-scale workshop in Nsukka Urban, it was found that good personal presentation, commitment to work, teamwork, problem solving etc should be possessed

by any individual aspiring to set up the business should possess. Employability skills also known as non-technical skills and competencies play a significant part in contributing to an individual's effective and successful participation in modern workplace (Common wealth of Australia, 2006).

Based on the findings on technical skills needed to establish small-scale automobile workshop in Nsukka Urban, it was revealed that ability to; remove the engine, properly remove and install cylinder head, service flywheel, remove and install oil pump, properly clean a cooling, check for external and internal leaks in the cooling system, etc are highly needed by the auto mechanic to perform effectively. According to Stockel and Stockel (1984) the top level mechanic, capable of handling the many phases of automotive repair, must have a number of talents (technical skills) to cope successfully with the demand of the trade.

Based on the findings on the managerial skills needed to establish small-scale automobile workshop, in Nsukka urban, it was revealed that planning of activities, supervision and controlling of activities, coordinating of activities, decision making, communication and directing are all very necessary in the establishment of auto mechanics workshop. Supporting this view, Osuala (2000) said that the function of a management is to provide leadership and direction to a business establishment.

This means organizing, planning and controlling of the total business activities and leading of people so that the use of materials and human resources result in the efficient achievement of planned objectives.

Based on the findings on basic tools, equipment and facilities needed to establish small scale automobile workshop, it was found that the auto mechanic should have a well equipped tool cabinet containing tools like hammers, chisels, punches, files, Hacksaws, Pliers and other tools including their different types and sizes. Also equipment and facilities such as welding machines, grinders, a workshop, maintenance pit etc are important for effective work.

To support this Elobuike (2004) said that having a wide selection of quality tools available when needed make work more effective. Proper tools help to quickly perform the great number of jobs encountered by mechanics.

Based on the findings on financial requirement needed to establish small scale automobile workshop it was found that the automechanic can sought finance from bank loans, cooperative societies, personal savings, family and friends, non-governmental organization, partnership arrangement with private companies, sale of assets or stock and through mortgage loans.

Conclusions

Based on the data analysis and major findings, the following conclusions are drawn.

1. The mechanics agreed that employability skills are important for small-scale automobile establishment.
2. The mechanics posses some level of technical skills in performing their daily functions.
3. The mechanics agreed that managerial skills are important for small-scale automobile establishment but do not efficiently possess it neither do they perform the function.
4. The mechanics find it difficult to get finance for the smooth running of the business and establishment though they agreed that.

The automobile mechanics lack the employability skills, though some of them possessed some technical skills

Recommendations

- Organization of workshops/seminars/ capacity building for the automobile mechanics to teach them about employability skills and innovations in automobile technology.
- Government, NGOs, Banks and individuals should come to the aid of the automobile mechanics on granting them soft loans or grants to finance their workshop and establish new ones.
- The land tenure systems should be made flexible enough to enable the automobile mechanic to secure land for establishment of a facility which is the automobile workshop.

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